

Panaji, 16th August, 1974 (Sraavana 25, 1896)

SERIES II No. 20

OFFICIAL GAZETTE



GOVERNMENT OF GOA, DAMAN AND DIU

GOVERNMENT OF GOA, DAMAN AND DIU

Education and Public Works Department

Order

No. 13-31-72 FCS (EDN)

Shri R. S. Revankar, Demonstrator from Govt. Polytechnic is hereby temporarily promoted to the post of Assistant Lecturer in Mechanical Engineering in the same Institution with effect from the date of taking charge in the scale of Rs. 375-680/- plus the usual allowances admissible from time to time.

By order and in the name of the Administrator of Goa, Daman and Diu.

N. Rajasekhar, Under Secretary (Planning).

Panaji, 9th August, 1974.

Public Works Department

Office of the Principal Engineer

Order

No. PWD/1477/33/74

Read:— Report No. WDV/Adm-5/G-11/10/74-75 dated 16-7-1974, from the Executive Engineer, Works Division VI, P.W.D., Margao.

Sanction of the Government is hereby conveyed to the transfer of the Road Arlem to Bareabatta in a length of 2 kms., in Village Panchayat Raia-Rachol, Salcete Taluka, to P.W.D., for its maintenance and repairs with immediate effect.

By order and in the name of the Lt. Governor of Goa, Daman and Diu.

Balcrisna R. Naique, Principal Engineer, P.W.D. and Ex-Officio Addl. Secretary to the Govt.

Panaji, 7th August, 1974.

Labour and Information Department

Order

No. CLE/1/ID(108)/73-74

The following Award given by Shri M. G. Chitale, Industrial Tribunal, Goa, Daman and Diu, on an Industrial Dispute between the Management of (1) M/s. Leukoplast (India) Pvt. Ltd., (2) M/s. Cosme Lab., (3) M/s. Colfax Laboratories (India) Pvt. Ltd., (4) M/s. Carter Wallace Ltd., & (5) M/s. Cosme Farma Laboratories and the workmen represented by

the National Union of General Employees (Goa), Sambhaji-Goa, is hereby published as required vide provisions of section 17 of the Industrial Disputes Act, 1947 (XIV of 1947).

By order and in the name of the Administrator of Goa, Daman and Diu.

P. Noronha, Under Secretary, Industries and Labour.

Panaji, 22nd July, 1974.

Before Shri M. G. Chitale, Industrial Tribunal, Goa, Daman and Diu

Reference (IT-GAD) No. 33 of 1973

Between

M/s. Leukoplast (India) Pvt. Ltd. and 4 others

And

The workmen employed under them

In the matter of abolition of casual and daily rated labour, paid festival holidays, etc.

Appearances:

Shri Maneck Gagrati, Advocate, with Shri Ramesh Desai for the employers.

Shri H. K. Sowani, Advocate, with Shri Mohan Nair for the workmen.

AWARD

20th May, 1974

This is a reference under Section 10(1)(d) read with Section 12(5) of the Industrial Disputes Act, 1947, relating to the dispute between— (1) M/s. Leukoplast (India) Pvt. Ltd., (2) M/s. Cosme Lab., (3) M/s. Colfax Laboratories (India) Pvt. Ltd., (4) M/s. Carter-Wallace Ltd. and (5) M/s. Cosme-Farma Laboratories and the workmen employed by them. The demands in this reference are:

1. Abolition of casual and daily rated labour.
2. Upward revision of existing wage rates—pay scales and dearness allowance.
3. Leave facilities (Casual leave, sick leave and earned leave).
4. Paid festival holidays.
5. Medical facilities and reimbursement of expenditure incurred on medicines, etc.
6. Uniforms including monsoon protective apparel.
7. House rent allowance. (This demand was added by subsequent order of the Government dated 2nd January 1974 amending the initial order of reference dated 5-10-1973).

2. At the hearing the parties have arrived at settlement. They have produced the terms of settlement and pray for award as per the terms of settlement. There being five employers, terms of settlement with regard to each employer are signed separately.

3. I find the terms of settlements fair and reasonable. Accordingly I pass award in terms of settlements annexed hereto. No order as to costs.

Sd/-

M. G. Chitale
Industrial Tribunal

Before Shri M. G. Chitale, Industrial Tribunal, Goa, Daman and Diu

Reference (IT-GAD) No. 33 of 1973

Between

M/s. Leukoplast (India) Pvt. Ltd., Ponda, Goa

And

The workmen employed by them

In the matter of Abolition of Daily Wages Upper Revision of Wages, Leave, paid holidays etc.

May it please Your Honour:

The parties to the above reference had discussions and arrived at a settlement in respect of the disputes in the above reference as recorded hereunder and the parties jointly pray that this Hon'ble Tribunal may be pleased to pass an award in terms of this settlement.

Terms of Settlement

I. Demand No. 1: Abolition of daily wages and casual employment system for work of permanent nature.

It is hereby agreed between the parties that such of the workmen who have completed six months of continuous service or 240 days in aggregate during the preceding 12 months, shall be made permanent and confirmed in the services.

II. Demand No. 2: Upward Revision of existing wages rates — pay scales and Dearness Allowance.

The company agrees to introduce the following revised basic scales of pay for the different grades as shown below, with effect from 1st March, 1973.

Grades:

SPL: Rs. 260-20-460-30-610

I. Rs. 160-15-235-20-435

II. Rs. 125-10-185-12-305

III. Rs. 90-7-125-8-205

IV. Rs. 75-5-100-6-160

III. Dearness Allowance: The company shall pay to the workmen Dearness Allowance on the following basis with effect from 1st March, 1973.

Range of Basic Salary	Rate of D. A. with effect from 1-3-'73
Upto and including Rs. 100/-	50% of basic subject to minimum of Rs. 50/-
On Rs. 101 — Rs. 200	40%
On Rs. 201 — Rs. 300	30%
On Rs. 301 — Rs. 400	20%
On Rs. 401 — and above	10%

Examples:

(i) If a workman is drawing basic wages of Rs. 75/- he should be eligible for Dearness Allowance of Rs. 37-50 being 50% as per the above rate. However he will draw Dearness Allowance of Rs. 50/- minimum Dearness Allowance.

(ii) If a workman is drawing basic wages of Rs. 335/- he will draw the Dearness Allowance as under:—

Basic Salary	Dearness Allowance
On Rs. 100/-	Rs. 50/-
On the 2nd hundred	Rs. 50/- + Rs. 40/-
On the 3rd hundred	Rs. 50/- + Rs. 40/- + Rs. 30/-
On the balance Rs. 35/-	Rs. 50/- + Rs. 40/- + Rs. 30/- + Rs. 7/-
Total Rs. 335/-	Total: Rs. 127/-

IV. Variable Dearness Allowance:

It is hereby agreed between the parties that the above scales of basic pay and rates of Dearness Allowance are linked up with All India Consumer Price Index Number 253 (1949-100). If the All India Consumer Price Index figure on 6 monthly average as explained hereunder and followed by Marmagao Port Trust exceeds 253 (1949-100) the Company shall pay variable Dearness Allowance at the rate of 60 paise (sixty paise) per point rise per month for increase in the All India Consumer Price Index figure over and above 253 (1949-100).

The payment of variable Dearness Allowance is introduced with effect from 1st October, 1973. Variable Dearness Allow-

ance thereafter would be revised every 6 months and the next revision is due on 1st April, 1974.

It is, however, agreed between the parties that for the purpose of payment of variable Dearness Allowance for the period 1st October, 1973 to 31st March, 1974 the average All India Consumer Price Index figures for January, 1973 to June, 1973 would be taken as basis. Similarly for the purpose of payment of variable Dearness Allowance from 1st April, 1974 to 30th September, 1974 the average All India Consumer Price Index figure for July, 1973 to December, 1973 would be taken as basis. This method shall continue thereafter during the subsistence of this settlement.

V. Fitment:

It is hereby agreed between the parties that wages as on 1st March, 1973 which is inclusive of 22½% ad hoc payment would be fitted in the revised basic scales and the revised Dearness Allowance as per clause 'B' and 'C' above as shown in Annexure 'A' to this settlement. It is however agreed between the parties that such of the workmen who were not given any increment subsequent to March, 1973 would be given normal annual increments on due dates as shown in the Annexure 'A' to this settlement.

It is hereby agreed between the parties that the Annexure 'A' to this settlement includes also extra increments given to such workmen as agreed to by and between the parties.

VI. It is hereby agreed between the parties that the company shall pay by way of ex-gratia payment to each worker towards settlement of their claim of arrears and/or retrospective effect as shown in Annexure 'B'.

VII. Demand No. 3: House Rent Allowance:

This demand is not pressed and it is agreed that the same will not be raised during the subsistence of this settlement.

VIII. Demand No. 4: Medical benefits:

In view of the settlement on the quantum of paid sick leave this demand is not pressed.

IX. Demand No. 5: Leave.

The company agrees to extend the following leave benefits to all its permanent workmen effective from 1st January 1973.

(i) Privilege Leave:

Subject to provisions of Factories Act 1948, one day's privilege leave for every 16 days worked for first 240 days worked and one day's privilege leave for every 10 days worked thereafter during the calendar year, with right to accumulation for a period of 2 years.

(ii) Sick Leave:

10 days paid sick leave for each calendar year of service with a right to accumulate it for a period of 2 years.

Note: It is clearly agreed and understood by and between the parties that the benefit in regard to 10 days sick leave would be withdrawn by the Management upon introduction of Employees' State Insurance Scheme in the territory of Goa, Daman and Diu and the workmen start getting benefits thereunder.

(iii) Casual Leave:

7 days paid casual leave in a Calendar year. Not more than 2 days casual leave will be granted at a time as far as possible the workmen shall submit leave application for casual leave in advance in writing. In emergency, however, casual leave may be sanctioned after the worker resumes duty and application to this effect is submitted by him. Casual leave may be prefixed or suffixed (but not both ways) to Sunday or paid holidays or any other kind of leave.

X. Demand No. 6: Rain Protective Devices.

It is hereby agreed between the parties that the existing practice shall continue unchanged during the subsistence of this settlement.

XI. Demand No. 7: Paid holidays.

The company agrees to grant 9 paid holidays in a calendar year. The list of holidays will be finalised on or before 15th December of the previous year in consultation with the representatives of the workmen and/or their Union. If no suggestions are received from the representatives of the workmen and/or their Union on or before 15th December, the management shall be free to notify 9 paid holidays as per choice of the Management.

XII. It is hereby agreed between the parties that this settlement shall come into force on the day it is signed and shall be binding on the parties upto and including 31st. December 1976 and shall continue to bind the parties even thereafter, till terminated by either party giving two months notice in writing expressing its intention to terminate the same.

XIII. It is hereby agreed between the parties that the Union and/or the workmen shall not resort to any direct action during the subsistence of this settlement. The Union and/or the workmen further assure the Company that in case any dispute arises the Union and/or the workmen shall take recourse to mutual discussions, conciliation and/or adjudication/arbitration machinery provided under the Industrial Dispute Act, 1947.

XIV. It is agreed that the workmen shall give all co-operation and maintain and endeavour to increase productivity

and the management shall do all in its powers to co-operate in every possible way.

XV. It is agreed that the arrears arising out of this settlement shall be paid to the workmen on or before 5th June, 1974.

Dated this 20th day of May, 1974.

For the workmen,

For the Management

Sd/-

Sd/-

Witnesses:

Witnesses:

Sd/-

Sd/-

By order and in the name of the Administrator of Goa.
Daman and Diu.

P. Noronha, Under Secretary, Industries and Labour

ANNEXURE 'A'

Ref: (IT-GDD) No. 33 of 1973

Leukoplast (India) Pvt. Ltd., Ponda (Goa)

Statement showing the fitment in the workmen's wages on 1-3-1973 in the Revised Basic Wage Scales and Dearness Allowance as per settlement and also showing the wages after increment wherever due, and the wages as on 1-4-1974, including the Variable Dearness Allowance

Grades: Spl. Rs. 260-20-460-30-610

I. Rs. 160-15-235-20-435

II. Rs. 135-10-185-12-435

III. Rs. 90-7-125-8-205

IV. Rs. 75-5-100-6-160

Sl. No.	Name	Date of joining	Grade	Total wages as on 1-3-1973 including the 22½% adhoc	Revised wages as per settlement on 1-3-1973	Increment date if falling due between 1-4-1973 & 30-3-1973	Wages from increment date including increment	Wages from 1-10-1973 including V.D.A.	Increment date if falling due between 1-11-73 & 31-3-1974	Wages from increment date including increment	Wages from 1-4-1974 inclusive of V.D.A.
1	2	3	4	Rs.	Rs.	7	Rs.	Rs.	10	Rs.	Rs.
1.	Mr. R. Ferreira.	9-8-67	Spl.	600.25	Basic 460.00 D. A. 146.00 V.D.A. — Total 606.00	—	—	Basic 460.00 D. A. 146.00 V.D.A. 9.00 Total 615.00	1-1-74	490.00 149.00 9.00 648.00	Basic 490.00 D. A. 149.00 V.D.A. 31.80 Total 670.80
2.	Mr. F. Mendonca *	14-2-67	I	434.87	*Basic 355.00 D. A. 131.00 V.D.A. — Total 486.00	—	—	Basic 355.00 D. A. 131.00 V.D.A. 9.00 Total 495.00	1-1-74	375.00 135.00 9.00 519.00	Basic 375.00 D. A. 135.00 V.D.A. 31.80 Total 541.80
3.	Mr. Peter Soares	9-11-67	II	361.67	Basic 257.00 D. A. 107.10 V.D.A. — Total 364.10	—	—	Basic 257.00 D. A. 107.10 V.D.A. 9.00 Total 373.10	1-1-74	269.00 110.70 9.00 388.70	Basic 269.00 D. A. 110.70 V.D.A. 31.80 Total 411.50
4.	Mr. Sunil Borker *	1-12-67	II	306.25	*Basic 245.00 D. A. 103.50 V.D.A. — Total 348.50	—	—	Basic 245.00 D. A. 103.50 V.D.A. 9.00 Total 357.50	1-1-74	257.00 107.10 9.00 373.10	Basic 257.00 D. A. 107.10 V.D.A. 31.80 Total 395.90
5.	Mr. V. Falarlari.	21-11-67	II	287.87	Basic 209.00 D. A. 92.70 V.D.A. — Total 301.70	—	—	Basic 209.00 D. A. 92.70 V.D.A. 9.00 Total 310.70	1-1-74	221.00 96.30 9.00 326.30	Basic 221.00 D. A. 96.30 V.D.A. 31.80 Total 349.10
6.	Mr. Peter Fernandes	1-11-67	II	226.62	Basic 155.00 D. A. 72.00 V.D.A. — Total 227.00	—	—	Basic 155.00 D. A. 72.00 V.D.A. 9.00 Total 236.00	1-1-74	165.00 76.00 9.00 250.00	Basic 165.00 D. A. 76.00 V.D.A. 31.80 Total 272.80
7.	Mr. Pascoal Fernandes	12-8-68	II	226.62	Same as above with total 227.00	—	—	Same as above with total 236.00	1-1-74	Same as above with total 250.00	Same as above with total 272.80
8.	Mrs. Rachel Correia.	1-12-67	II	287.87	Basic 209.00 D. A. 92.70 V.D.A. — Total 301.70	—	—	Basic 209.00 D. A. 92.70 V.D.A. 9.00 Total 310.70	1-1-74	221.00 96.30 9.00 326.30	Basic 221.00 D. A. 96.30 V.D.A. 31.80 Total 349.10
9.	Miss Flory Dias.	3-1-68	II	226.62	Basic 155.00 D. A. 72.00 V.D.A. — Total 227.00	—	—	Basic 155.00 D. A. 72.00 V.D.A. 9.00 Total 236.00	1-1-74	165.00 76.00 9.00 250.00	Basic 165.00 D. A. 76.00 V.D.A. 31.80 Total 272.80

1	2	3	4	5	6	7	8	9	10	11	12
10.	Mr. Antonio Dias.	3-11-67	III	209.47	Basic 149.00 D. A. 69.60 V.D.A. — Total 218.60	—	—	Basic 149.00 D. A. 69.60 V.D.A. 9.00 Total 227.60	1-1-74	157.00 72.80 9.00 238.80	Basic 157.00 D. A. 72.80 V.D.A. 31.80 Total 261.60
11.	Mr. Baburao Satardekar.	28-11-67	III	189.87	Basic 133.00 D. A. 63.20 V.D.A. — Total 196.20	—	—	Basic 133.00 D. A. 63.20 V.D.A. 9.00 Total 205.20	1-1-74	141.00 66.40 9.00 216.40	Basic 141.00 D. A. 66.40 V.D.A. 31.80 Total 239.20
12.	Mr. Prakash Borkar.	1-5-70	III	202.12	Basic 149.00 D. A. 69.60 V.D.A. — Total 218.60	—	—	Basic 149.00 D. A. 69.60 V.D.A. 9.00 Total 227.60	1-1-74	157.00 72.80 9.00 238.80	Basic 157.00 D. A. 72.80 V.D.A. 31.80 Total 261.60
13.	Mrs. Susan D'Costa.	28-2-68	III	209.47	Same as above with total 218.60	—	—	Same as above with total 227.60	1-1-74	Same as above with total 238.80	Same as above with total 261.60
14.	Mrs. Neves Rodrigues.	28-2-68	III	209.47	Same as above with total 218.60	—	—	Same as above with total 227.60	1-1-74	Same as above with total 238.80	Same as above with total 261.60
15.	Miss Suman Divekar.	6-3-68	III	209.47	Same as above with total 218.60	—	—	Same as above with total 227.60	1-1-74	Same as above with total 238.80	Same as above with total 261.60
16.	Mr. C. Shi-rodkar.	1-10-68	III	159.25	Basic 111.00 D. A. 54.40 V.D.A. — Total 165.40	—	—	Basic 111.00 D. A. 54.40 V.D.A. 9.00 Total 174.40	1-1-74	118.00 57.20 9.00 184.20	Basic 118.00 D. A. 57.20 V.D.A. 31.80 Total 207.00
17.	Mr. Philip Dias.	5-9-68	III	153.12	Basic 104.00 D. A. 51.60 V.D.A. — Total 155.60	—	—	Basic 104.00 D. A. 51.60 V.D.A. 9.00 Total 164.60	1-1-74	111.00 54.40 9.00 174.40	Basic 111.00 D. A. 54.40 V.D.A. 31.80 Total 207.20
18.	Mr. R. Gaonker.	19-9-72	III	154.35	Basic 104.00 D. A. 51.60 V.D.A. — Total 155.60	—	—	Basic 104.00 D. A. 51.60 V.D.A. 9.00 Total 164.60	1-1-74	111.00 54.40 9.00 174.40	Basic 111.00 D. A. 54.40 V.D.A. 31.80 Total 207.20
19.	Miss Indu Sawant.	22-6-73	III	127.40 as on 22-6-73	Basic 90.00 D. A. 50.00 V.D.A. — Total 140.00 from 22-6-73	—	—	Basic 90.00 D. A. 50.00 V.D.A. 9.00 Total 149.00	1-1-74	97.00 50.00 9.00 156.00	Basic 97.00 D. A. 50.00 V.D.A. 31.80 Total 178.80

* Extra increments have been added to the basic wages of these workmen after fitment.

For and behalf of the workmen employed by
M/s. Leukoplast (I) Pvt. Ltd.,

Sd/-

For and on behalf of the Company
M/s. Leukoplast (I) Pvt. Ltd.,

Sd/-

ANNEXURE 'B'

Ref: (IT-GDD) No. 33 of 1973

M/s. Leukoplast (India) Private Ltd.,
Ponda, Goa.

Statement showing ex-gratia amounts payable to each workman
as per clause VI of the settlement

1.	Mr. R. Ferreira	Rs. 771.25
2.	Mr. F. Mendonca	Rs. 559.09
3.	Mr. Peter Soares	Rs. 463.59
4.	Mr. Sunil Borkar	Rs. 393.75
5.	Mr. Venkatesh Falari	Rs. 370.09
6.	Mr. Peter Fernandes	Rs. 291.34
7.	Mr. Pascoal Fernandes	Rs. 291.34
8.	Miss Flory Dias	Rs. 291.34
9.	Mrs. Rachel Correia	Rs. 370.09
10.	Mrs. Susan D'Costa	Rs. 269.29
11.	Miss Neves Rodrigues	Rs. 269.29
12.	Miss Suman Divekar	Rs. 269.29
13.	Mr. Anthony Dias	Rs. 269.29
14.	Mr. Baburao Satardekar	Rs. 244.09
15.	Mr. Prakash Borkar	Rs. 259.84
16.	Mr. Ranganath Gaonkar	Rs. 198.45
17.	Mr. Chandrakant Sirodkar	Rs. 204.85
18.	Mr. Philip Dias	Rs. 196.84
19.	Miss Indu Sawant	—

For the Workmen

Witnesses:

For the Management

Witnesses:

Before Shri M. G. Chitale, Industrial Tribunal, Goa, Daman and Diu

Reference (IT-GAD) No. 33 of 1973

Between

M/s. Cosme Lab.

And

The workmen employed by them

In the matter of Abolition of Daily Wages Upper Revision
of Wages, Leave, paid holidays etc.

May it please Your Honour:

The parties to the above reference had discussions and arrived at a settlement in respect of the disputes in the above reference as recorded hereunder and the parties jointly pray that this Hon'ble Tribunal may be pleased to pass an award in terms of this settlement.

Terms of Settlement

I. Demand No. 1: Abolition of daily wages and casual employment system for work of permanent nature.

It is hereby agreed between the parties that such of the workmen who have completed six months of continuous service or 240 days in aggregate during the preceding 12 months, shall be made permanent and confirmed in the services.

II. Demand No. 2: Upward Revision of existing wages rates — pay scales and Dearness Allowance.

The company agrees to introduce the following revised basic scales of pay for the different grades as shown below, with effect from 1st March, 1973.

Grades:

SPL: Rs. 260-20-460-30-610

I. Rs. 160-15-235-20-435

II. Rs. 135-10-185-12-305

III. Rs. 90-7-125-8-205

IV. Rs. 75-5-100-6-160

III. **Dearness Allowance:** The company shall pay to the workmen Dearness Allowance on the following basis with effect from 1st March, 1973.

Range of Basic Salary	Rate of D. A. with effect from 1-3-1973
Upto and including Rs. 100/-	50% of basic subject to minimum of Rs. 50/-
On Rs. 101 — Rs. 200	40%
On Rs. 201 — Rs. 300	30%
On Rs. 301 — Rs. 400	20%
On Rs. 401 — and above	10%

Examples:

(i) If a workman is drawing basic wages of Rs. 75/- he should be eligible for Dearness Allowance of Rs. 37-50 being 50% as per the above rate. However he will draw Dearness Allowance of Rs. 50/- being the minimum Dearness Allowance.

(ii) If a workman is drawing basic wages of Rs. 335/- he will draw the Dearness Allowance as under:—

Basic Salary	Dearness Allowance
On Rs. 100/-	Rs. 50/-
On the 2nd hundred	Rs. 50/- + Rs. 40/-
On the 3rd hundred	Rs. 50/- + Rs. 40/- + Rs. 30/-
On the balance Rs. 35/-	Rs. 50/- + Rs. 40/- + Rs. 30/- + Rs. 7/-
Total Rs. 335/-	Total: Rs. 127/-

IV. Variable Dearness Allowance:

It is hereby agreed between the parties that the above scales of basic pay and rates of Dearness Allowance are linked up with All India Consumer Price Index Number 253 (1949-100). If the All India Consumer Price Index figure on 6 monthly average as explained hereunder and followed by Marmagaoa Port Trust exceeds 253 (1949-100) the Company shall pay variable Dearness Allowance at the rate of 60 paise (sixty paise) per point rise per month for increase in the All India Consumer Price Index figure over and above 253 (1949-100).

The payment of variable Dearness Allowance is introduced with effect from 1st October, 1973. Variable Dearness Allowance thereafter would be revised every 6 months and the next revision is due on 1st April, 1974.

It is, however, agreed between the parties that for the purpose of payment of variable Dearness Allowance for the period 1st October, 1973 to 31st March, 1974 the average All India Consumer Price Index figures for January, 1973 to June, 1973 would be taken as basis. Similarly for the purpose of payment of variable Dearness Allowance from 1st April, 1974 to 30th September, 1974 the average All India Consumer Price Index figure for July, 1973 to December, 1973 would be taken as basis. This method shall continue thereafter during the subsistence of this settlement.

V. Fitment:

It is hereby agreed between the parties that wages as on 1st March, 1973 which is inclusive of 22½% ad hoc payment would be fitted in the revised basic scales and the revised Dearness Allowance as per clause 'B' and 'C' above as shown in Annexure 'A' to this settlement. It is however agreed between the parties that such of the workmen who were

not given any increment subsequent to March, 1973 would be given normal annual increments on due dates as shown in the Annexure 'A' to this settlement.

It is hereby agreed between the parties that the Annexure 'A' to this settlement includes also extra increments given to such workmen as agreed to by and between the parties.

VI. It is hereby agreed between the parties that the company shall pay by way of ex-gratia payment to each worker towards settlement of their claim of arrears and/or retrospective effect as shown in Annexure 'B'.

VII. Demand No. 3: House Rent Allowance:

This demand is not pressed and it is agreed that the same will not be raised during the subsistence of this settlement.

VIII. Demand No. 4: Medical benefits:

In view of the settlement on the quantum of paid sick leave this demand is not pressed.

IX. Demand No. 5: Leave:

The company agrees to extend the following leave benefits to all its permanent workmen effective from 1st January 1973.

(i) Privilege Leave:

Subject to provisions of Factories Act 1948, one day's privilege leave for every 16 days worked for first 240 days worked and one day's privilege leave for every 10 days worked thereafter during the calendar year, with the right to accumulation for a period of 2 years.

(ii) Sick Leave:

10 days paid sick leave for each calendar year of service with a right to accumulate it for a period of 2 years.

Note: It is clearly agreed and understood by and between the parties that the benefit in regard to 10 days sick leave would be withdrawn by the Management upon introduction of Employees' State Insurance Scheme in the territory of Goa, Daman and Diu and the workmen start getting benefits thereunder.

(iii) Casual Leave:

7 days paid casual leave in a Calendar year. Not more than 2 days casual leave will be granted at a time as far as possible the workmen shall submit leave application for casual leave in advance in writing. In emergency, however, casual leave may be sanctioned after the worker resumes duty and application to this effect is submitted by him. Casual leave may be prefixed or suffixed (but not both ways) to Sunday or paid holidays or any other kind of leave.

X. Demand No. 6: Rain Protective Devices.

It is hereby agreed between the parties that the existing practice shall continue unchanged during the subsistence of this settlement.

XI. Demand No. 7: Paid holidays.

The company agrees to grant 9 paid holidays in a calendar year. The list of holidays will be finalised on or before the 15th of December of the previous year in consultation with the representatives and/or their Union of the workmen. If no suggestions are received from the representatives of the workmen and/or their Union on or before the 15th of December, the management shall be free to notify 9 paid holidays as per the choice of the Management.

XII. It is hereby agreed between the parties that this settlement shall come into force on the day it is signed and shall be binding on the parties upto and including 31st December 1976 and shall continue to bind the parties even thereafter, till terminated by either party giving two months notice in writing expressing its intention to terminate the same.

XIII. It is hereby agreed between the parties the Union and/or the workmen shall not resort to any direct action during the subsistence of this settlement. The Union and/or

the workmen further assure the Company that in case any dispute arises the Union and/or the workmen shall take recourse to mutual discussions, conciliation and/or adjudication/arbitration machinery provided under the Industrial Dispute Act, 1947.

XIV. It is agreed that the workmen shall give all co-operation and maintain and endeavour to increase productivity and the management shall do all in its powers to co-operate in every possible way.

XV. It is agreed that the arrears arising out of this settlement shall be paid to the workmen on or before 5th June, 1974.

Dated this 20th day of May, 1974.

For the workmen,

Sd/-

Witnesses:

Sd/-

For the Management

Sd/-

Witnesses:

Sd/-

ANNEXURE 'A'

Cosme-Lab.

Statement showing fitment in Revised Wage Scales and D. A. as per settlement and after increments wherever due showing the wages as on 1-4-1974

Basic Scales: Grade I 160-15-235-20-435
Grade II 135-10-185-12-305
Grade III 90-7-125-8-205
Grade IV 75-5-100-6-160

Sl. No.	Name	Date of joining	Grade	Total wages as on 1-3-1973 including 22% adhoc Rs.	Revised wages as per settlement on fitment as on 1-3-1973 Rs.	Increment date if falling between 1-4-1973 & 30-9-1973	Wages from the increment date including the increment Rs.	Wages from 1-10-1973 including V.D.A. Rs.	Increment date if falling between 1-11-73 & 31-3-1974	Wages from the increment date including the increment Rs.	Wages from 1-4-1974 inclusive of V.D.A. Rs.
1	2	3	4	5	6	7	8	9	10	11	12
1.	Peter Gomes	7-10-68	II	269.50	Basic 197.00 D. A. 88.80 V.D.A. — Total 285.80	1-6-1973	209.00 92.70 — 301.70	Basic 209.00 D. A. 92.70 V.D.A. 9.00 Total 310.70	—	—	Basic 209.00 D. A. 92.70 V.D.A. 31.80 Total 333.50
2.	Inacin Afonso	15-8-68	III	184.97	Basic 125.00 D. A. 60.00 V.D.A. — Total 185.00	—	—	Basic 133.00 D. A. 63.20 V.D.A. 9.00 Total 205.20	—	—	Basic 133.00 D. A. 63.20 V.D.A. 31.80 Total 228.00
3.	Ashok Verencar	3-5-71	III	137.20	Basic 90.00 D. A. 50.00 V.D.A. — Total 140.00	1-5-1973	97.00 50.00 — 147.00	Basic 97.00 D. A. 50.00 V.D.A. 9.00 Total 156.00	—	—	Basic 97.00 D. A. 50.00 V.D.A. 31.80 Total 178.80
4.	K. M. Sharif	29-9-71	III	137.20	> 140.00	—	—	Total 156.00	—	—	Total 178.80

ANNEXURE 'B'

Ref: (IT-GDD) No. 33 of 1973

M/s. Cosme Laboratories,
Ponda, Goa

Statement of amounts of ex-gratia, payable to each workman as per the clause VI of the settlement

1.	Mr. Peter Gomes	Rs. 346.50
2.	Mrs. Inacino Afonso	Rs. 237.79
3.	Mr. Ashok Verencar	Rs. 176.40
4.	Mr. Kasi M. Sharif	Rs. 176.40

For workmen,

Sd/-

Witnesses:

For Management

Sd/-

Witnesses:

Before Shri M. G. Chitale, Industrial Tribunal, Goa, Daman and Diu

Reference (IT-GDD) No. 33 of 1973

Between

M/s. Colfax Laboratories (India) Pvt. Ltd. Ponda, Goa
And

The workmen employed by them

In the matter of Abolition of Daily Wages Upper Revision of Wages, Leave paid holidays etc.

May it please Your Honour:

The parties to the above reference had discussions and arrived at a settlement in respect of the disputes in the

above reference as recorded hereunder and the parties jointly pray that this Hon'ble Tribunal may be pleased to pass an award in terms of this settlement.

Terms of Settlement

I. Demand No. 1: Abolition of daily wages and casual employment system for work of permanent nature.

It is hereby agreed between the parties that such of the workmen who have completed six months of continuous service or 240 days in aggregate during the preceding 12 months, shall be made permanent and confirmed in the services.

II. Demand No. 2: Upward Revision of existing wages rates — pay scales and Dearness Allowance.

The company agrees to introduce the following revised basic scales of pay for the different grades as shown below, with effect from 1st March, 1973.

Grades:

SPL: Rs. 260-20-460-30-610.00

I. Rs. 160-15-235-20-435.00

II. Rs. 135-10-185-12-305.00

III. Rs. 90-7-125-8-205.00

IV. Rs. 75-5-100-6-160.00

III. **Dearness Allowance:** The company shall pay to the workmen Dearness Allowance on the following basis with effect from 1st March, 1973.

Range of Basic Salary	Rate of D. A. with effect from 1-3-73
Upto and including Rs. 100/-	50% of basic subject to minimum of Rs. 50/-
On Rs. 101 — Rs. 200	40%
On Rs. 201 — Rs. 300	30%
On Rs. 301 — Rs. 400	20%
On Rs. 401 and above.	10%

Examples:

(i) If a workman is drawing basic wages of Rs. 75/- he should be eligible for Dearness Allowance of Rs. 37-50 being 50% as per the above rate. However he will draw Dearness Allowance of Rs. 50/- minimum Dearness Allowance.

(ii) If a workman is drawing basic wages of Rs. 335/- he will draw the Dearness Allowance as under:—

Basic Salary	Dearness Allowance
On Rs. 100/-	Rs. 50/-
On the 2nd hundred	Rs. 50/- + Rs. 40/-
On the 3rd hundred	Rs. 50/- + Rs. 40/- + Rs. 30/-
On the balance Rs. 35/-	Rs. 50/- + Rs. 40/- + Rs. 30/- + Rs. 7/-
Total Rs. 335/-	Total: Rs. 127/-

IV. Variable Dearness Allowance:

It is hereby agreed between the parties that the above scales of basic pay and rates of Dearness Allowance are linked up with All India Consumer Price Index Number 253 (1949-100). If the All India Consumer Price Index figure on 6 monthly average as explained hereunder and followed by Marmagaoa Port Trust exceeds 253 (1949-100) the Company shall pay variable Dearness Allowance at the rate of 60 paise (sixty paise) per point rise per month for increase in the All India Consumer Price Index figure over and above 253 (1949-100).

The payment of variable Dearness Allowance is introduced with effect from 1st October, 1973. Variable Dearness Allowance thereafter would be revised every 6 months and the next revision is due on 1st April, 1974.

It is, however, agreed between the parties that for the purpose of payment of variable Dearness Allowance for the period 1st October, 1973 to 31st March, 1974 the average All India Consumer Price Index figures for January, 1973 to June, 1973 would be taken as basis. Similarly for the purpose of payment of variable Dearness Allowance from 1st April, 1974 to 30th September, 1974 the average All India Consumer Price Index figure for July, 1973 to December, 1973 would be taken as basis. This method shall continue thereafter during the subsistence of this settlement.

V. Fitment:

It is hereby agreed between the parties that wages as on 1st March, 1973 which is inclusive of 22½% ad hoc payment would be fitted in the revised basic scales and the revised Dearness Allowance as per clause 'B' and 'C' above as shown in Annexure 'A' to this settlement. It is however agreed between the parties that such of the workmen who were not given any increment subsequent to March, 1973 would be given normal annual increments on due dates as shown in the Annexure 'A' to this settlement.

It is hereby agreed by the and between the parties that the Annexure 'A' to this settlement includes also extra increments given to such workmen as agreed to by and between the parties.

VI. It is hereby agreed between the parties that the company shall pay by way of ex-gratia payment to each worker towards settlement of their claim arrears and/or retrospective effect as shown in Annexure 'B'.

VII. Demand No. 3: House Rent Allowance:

This demand is not pressed and it is agreed that the same will not be raised during the subsistence of this settlement.

VIII. Demand No. 4: Medical benefits:

In view of the settlement on the quantum of paid sick leave this demand is not pressed.

IX. Demand No. 5: Leave.

The company agrees to extend the following leave benefits to all its permanent workmen effective from 1st January 1973.

(i) Privilege Leave:

Subject to provisions of Factories Act 1948, one day's privilege leave for every 16 days worked for first 240 days worked and one day's privilege leave for every 10 days worked thereafter during the calendar year, with the right to accumulation for a period of 2 years.

(ii) Sick Leave:

10 days paid sick leave for each calendar year of service with a right to accumulate it for a period of 2 years.

Note: It is clearly agreed and understood by and between the parties that the benefit in regards to 10 days sick leave would be withdrawn by the Management upon introduction of Employees' State Insurance Scheme in the territory of Goa, Daman and Diu and the workmen start getting benefits thereunder.

(iii) Casual Leave:

7 days paid casual leave in a Calendar year. Not more than 2 days casual leave will be granted at a time as far as possible the workmen shall submit leave application for casual leave in advance in writing. In emergency, however, casual leave may be sanctioned after the worker resumes duty and application to this effect is submitted by him. Casual leave may be prefixed or suffixed (but not both ways) to Sunday or paid holidays or any other kind of leave.

X. Demand No. 6: Rain Protective Devices.

It is hereby agreed between the parties that the existing practice shall continue unchanged during the subsistence of this settlement.

XI. Demand No. 7: Paid holidays.

The company agrees to grant 9 paid holidays in a calendar year. The list of holidays will be finalised on or before the 15th December of the previous year in consultation with the representatives of the workmen and/or their Union. If no suggestions are received from the representatives of the workmen and/or their Union on or before the 15th of December, the management shall be free to notify 9 paid holidays as per their choice of the Management.

XII. It is hereby agreed between the parties that this settlement shall come into force on the day it is signed and shall be binding on the parties upto and including 31st December 1976 and shall continue to bind the parties even thereafter, till terminated by either party giving two months' notice in writing expressing its intention to terminate the same.

XIII. It is hereby agreed between the parties the Union and/or the workmen shall not resort to any direct action during the subsistence of this settlement. The Union and/or the workmen further assure arises the Union and/or the workmen shall take recourse to mutual discussions, conciliation and/or adjudication/arbitration machinery provided under the Industrial Dispute Act, 1947.

XIV. It is hereby agreed that the workmen shall give all co-operation and maintain and endeavour to increase the productivity and the management shall do all in its powers to co-operate in every possible way.

XV. It is agreed that the arrears arising out of this settlement shall be paid to the workmen on or before 5th June, 1974.

Dated this 20th day of May, 1974.

For the workmen,

For the Management

Sd/-

Sd/-

Witnesses:

Witnesses:

Sd/-

Sd/-

ANNEXURE 'A'
Colfax Laboratories (India) Pvt. Ltd.

Statement showing fitment in revised wage scales and D. A. as per settlement and after increments wherever due showing the wages as on 1-4-1974

Basic Scales: Grade I 160-15-235-20-435
 Grade II 135-10-185-12-305
 Grade III 90-7-125-8-205
 Grade IV 75-5-100-6-160

Sl. No.	Name	Date of joining	Grade	Total wages as on 1-3-1973 including 22½% adhoc Rs.	Revised wages as per settlement on fitment as on 1-3-1973 Rs.	Increment date if falling between 1-4-1973 & 30-9-1973	Wages from the increment date including increment Rs.	Wages from 1-10-1973 including V.D.A. Rs.	Increment date if falling between 1-11-73 & 31-3-1974	Wages from increment date including the increment Rs.	Wages from 1-4-1974 inclusive of V.D.A. Rs.
1	2	3	4	5	6	7	8	9	10	11	12
1.	Charles Jogaldini	25-3-68	II	324.62	Basic 245.00 D. A. 103.50 V.D.A. — Total 348.50	—	—	Basic 245.00 D. A. 103.50 V.D.A. 9.00 Total 357.50	1-3-1974	257.00 107.10 9.00 373.10	Basic 257.00 D. A. 107.10 V.D.A. 31.80 Total 395.90
2.	Mrudula K. Borkar	21-7-69	II	238.87	Basic 165.00 D. A. 76.00 V.D.A. — Total 241.00	—	—	Basic 165.00 D. A. 76.00 V.D.A. 9.00 Total 250.00	1-3-1974	175.00 80.00 9.00 264.00	Basic 175.00 D. A. 80.00 V.D.A. 31.80 Total 286.80
3.	Gurudas N. Naik	1-9-68	III	199.67	Basic 141.00 D. A. 66.40 V.D.A. — Total 207.40	—	—	Basic 141.00 D. A. 66.40 V.D.A. 9.00 Total 216.40	1-3-1974	149.00 69.60 9.00 227.60	Basic 149.00 D. A. 69.60 V.D.A. 31.80 Total 250.40
4.	Sadu K. Naik	1-7-68	III	199.67	Basic 141.00 D. A. 66.40 V.D.A. — Total 207.40	—	—	Basic 141.00 D. A. 66.40 V.D.A. 9.00 Total 216.40	1-3-1974	149.00 69.60 9.00 227.60	Basic 149.00 D. A. 69.60 V.D.A. 31.80 Total 250.40
5.	A. T. Caldeira	1-9-68	III	159.25	Basic 111.00 D. A. 54.40 V.D.A. — Total 165.40	—	—	Basic 111.00 D. A. 54.40 V.D.A. 9.00 Total 174.40	1-3-1974	118.00 57.20 9.00 184.20	Basic 118.00 D. A. 57.20 V.D.A. 31.80 Total 207.00
6.	Rosy D'Costa	1-7-68	III	209.47	Basic 149.00 D. A. 69.60 V.D.A. — Total 218.60	—	—	Basic 149.00 D. A. 69.60 V.D.A. 9.00 Total 227.60	1-3-1974	157.00 72.80 9.00 238.80	Basic 157.00 D. A. 72.80 V.D.A. 31.80 Total 261.60
7.	Lata Salcar	3-9-68	III	199.67	Basic 141.00 D. A. 66.40 V.D.A. — Total 207.40	1-9-1973	149.00 69.60 — 218.60	Basic 149.00 D. A. 69.60 V.D.A. 9.00 Total 227.60	—	— — — —	Basic 149.00 D. A. 69.60 V.D.A. 31.80 Total 250.40
8.	Nalini Salcar	1-3-71	III	154.35	Basic 104.00 D. A. 51.60 V.D.A. — Total 155.60	—	—	Basic 104.00 D. A. 51.60 V.D.A. 9.00 Total 164.60	1-3-1974	111.00 54.40 9.00 174.40	Basic 111.00 D. A. 54.40 V.D.A. 31.80 Total 207.20
9.	Annie Alvares	1-3-71	III	154.35	Basic 104.00 D. A. 51.60 V.D.A. — Total 155.60	—	—	Basic 104.00 D. A. 51.60 V.D.A. 9.00 Total 164.60	1-3-1974	111.00 54.40 9.00 174.40	Basic 111.00 D. A. 54.40 V.D.A. 31.80 Total 207.20
10.	Mira K. Naik	1-7-72	III	127.40	Basic 90.00 D. A. 50.00 V.D.A. — Total 140.00	1-7-1973	97.00 50.00 — 147.00	Basic 97.00 D. A. 50.00 V.D.A. 9.00 Total 156.00	—	— — — —	Basic 97.00 D. A. 50.00 V.D.A. 31.80 Total 178.80
11.	Anna Maria D'Costa	14-10-72	III	127.40	Basic 90.00 D. A. 50.00 V.D.A. — Total 140.00	1-10-1973	— — — —	Basic 97.00 D. A. 50.00 V.D.A. 9.00 Total 156.00	—	— — — —	Basic 97.00 D. A. 50.00 V.D.A. 31.80 Total 178.80

* Special increment included after fitment.

ANNEXURE 'B'

Ref: (IT-GDD) No. 33 of 1973

M/s. Colfax Laboratories (India) Pvt. Ltd.,
 Ponda, Goa

Statement showing ex-gratia amounts payable to each workman as per clause VI of the settlement

1.	Mr. Charles Jogaldini	Rs. 417.34
2.	Miss Mridula Borkar	Rs. 307.09
3.	Miss Lata Salcar	Rs. 256.69
4.	Miss Rosy D'Costa	Rs. 269.29

5.	Miss Nalini Salkar	Rs. 198.45
6.	Miss Annie Alvares	Rs. 198.45
7.	Mr. Gurudas Naik	Rs. 256.69
8.	Mr. Sadu K. Naik	Rs. 256.69
9.	Mr. Anton T. Caldeira	Rs. 204.85
10.	Miss Meera Naik	Rs. 163.80
11.	Miss Anna Marie D'Costa	Rs. 106.43

For the Workmen

For the Management

Sd/-

Sd/-

Witnesses:

Witnesses:

Before Shri M. G. Chitale, Industrial Tribunal, Goa, Daman and Diu

Reference (IT-GDD) No. 33 of 1973

Between

M/s. Carter-Wallace Ltd., Ponda, Goa

And

The workmen employed by them

In the matter of Abolition of Daily Wages Upper Revision of Wages, Leave, paid holidays etc.

May it please Your Honour:

The parties to the above reference had discussions and arrived at a settlement in respect of the disputes in the above reference as recorded hereunder and the parties jointly pray that this Hon'ble Tribunal may be pleased to pass an award in terms of this settlement.

Terms of Settlement

I. Demand No. 1: Abolition of daily wages and casual employment system for work of permanent nature.

It is hereby agreed between the parties that such of the workmen who have completed six months of continuous service or 240 days in aggregate during the preceding 12 months, shall be made permanent and confirmed in the services.

II. Demand No. 2: Upward Revision of existing wages rates — pay scales and Dearness Allowance.

The company agrees to introduce the following revised basic scales of pay for the different grades as shown below, with effect from 1st March, 1973.

Grades:

SPL: Rs. 260-20-460-30-610

I. Rs. 160-15-235-20-435

II. Rs. 135-10-185-12-305

III. Rs. 90-7-125-8-205

IV. Rs. 75-5-100-6-160

III. Dearness Allowance: The company shall pay to the workmen Dearness Allowance on the following basis with effect from 1st March, 1973.

Range of Basic Salary	Rate of D. A. with effect from 1-3-73
Upto and including Rs. 100/-	50% of basic subject to minimum of Rs. 50/-
On Rs. 101 — Rs. 200	40%
On Rs. 201 — Rs. 300	30%
On Rs. 301 — Rs. 400	20%
On Rs. 401 — Rs. and above	10%

Examples:

(i) If a workman is drawing basic wages of Rs. 75/- he should be eligible for Dearness Allowance of Rs. 37-50 being 50% as per the above rate. However he will draw Dearness Allowance of Rs. 50/- minimum Dearness Allowance.

(ii) If a workman is drawing basic wages of Rs. 335/- he will draw the Dearness Allowance as under: —

Basic Salary	Dearness Allowance
On Rs. 100/-	Rs. 50/-
On the 2nd hundred	Rs. 50/- + Rs. 40/-
On the 3rd hundred	Rs. 50/- + Rs. 40/- + Rs. 30/-
On the balance Rs. 35/-	Rs. 50/- + Rs. 40/- + Rs. 30/- + Rs. 7/-
Total Rs. 335/-	Total: Rs. 127/-

IV. Variable Dearness Allowance:

It is hereby agreed between the parties that the above scales of basic pay and rates of Dearness Allowance are linked up with All India Consumer Price Index Number 253 (1949-100). If the All India Consumer Price Index figure on 6 monthly average as explained hereunder and followed by Marmagao Port Trust exceeds 253 (1949-100) the Company shall pay variable Dearness Allowance at the rate of 60 paise (sixty paise) per point rise per month for increase in the All India Consumer Price Index figure over and above 253 (1949-100).

The payment of variable Dearness Allowance is introduced with effect from 1st October, 1973. Variable Dearness Allowance thereafter would be revised every 6 months and the next revision is due on 1st April, 1974.

It is, however, agreed between the parties that for the purpose of payment of variable Dearness Allowance for the period 1st October, 1973 to 31st March, 1974 the average All India Consumer Price Index figures for January, 1973 to June, 1973 would be taken as basis. Similarly for the purpose of payment of variable Dearness Allowance from 1st April, 1974 to 30th September, 1974 the average All India Consumer Price Index figure for July, 1973 to December, 1973 would be taken as basis. This method shall continue thereafter during the subsistence of this settlement.

V. Fitment:

It is hereby agreed between the parties that wages as on 1st March, 1973 which is inclusive of 22½% ad hoc payment, would be fitted in the revised basic scales and the revised Dearness Allowance as per clause 'B' and 'C' above as shown in Annexure 'A' to this settlement. It is however agreed between the parties that such of the workmen who were not given any increment subsequent to March, 1973 would be given normal annual increments on due dates as shown in the Annexure 'A' to this settlement.

It is hereby agreed between the parties that the Annexure 'A' to this settlement includes also extra increments given to such workmen as agreed to by and between the parties.

VI. It is hereby agreed between the parties that the company shall pay by way of ex-gratia payment to each worker towards settlement of their claim of arrears and/or retrospective effect as shown in Annexure 'B'.

VII. Demand No. 3: House Rent Allowance:

This demand is not pressed and it is agreed that the same will not be raised during the subsistence of this settlement.

VIII. Demand No. 4: Medical benefits:

In view of the settlement on the quantum of paid sick leave this demand is not pressed.

IX. Demand No. 5: Leave.

The company agrees to extend the following leave benefits to all its permanent workmen effective from 1st January 1973.

(i) Privilege Leave:

Subject to provisions of Factories Act 1948, one day's privilege leave for every 16 days worked for first 240 days worked and one day's privilege leave for every 10 days worked thereafter during the calendar year, with the right to accumulation for a period of 2 years.

(ii) Sick Leave:

10 days paid sick leave for each calendar year of service with a right to accumulate it for a period of 2 years.

Note: It is clearly agreed and understood by and between the parties that the benefit in regards to 10 days sick leave would be withdrawn by the Management upon introduction of Employees' State Insurance Scheme in the territory of Goa, Daman and Diu and the workmen start getting benefits thereunder.

(iii) Casual Leave:

7 days paid casual leave in a Calendar year. Not more than 2 days casual leave will be granted at a time as far as possible the workmen shall submit leave application for casual leave in advance in writing. In emergency, however, casual leave may be sanctioned after the worker resumes duty and application to this effect is submitted by him. Casual leave may be prefixed or suffixed (but not both ways) to Sunday or paid holidays or any other kind of leave.

X. Demand No. 6: Rain Protective Devices.

It is hereby agreed between the parties that the existing practice shall continue unchanged during the subsistence of this settlement.

XI. Demand No. 7: Paid holidays.

The company agrees to grant 9 paid holidays in a calendar year. The list of holidays will be finalised on or before the 15th December of the previous year in consultation with the representatives of the workmen and/or their Union. If no suggestions are received from the representatives of the workmen and/or their Union on or before the 15th of December, the management shall be free to notify 9 paid holidays as per choice of the Management.

XII. It is hereby agreed between the parties that this settlement shall come into force on the day it is signed and shall be binding on the parties upto and including 31st December 1976 and shall continue to bind the parties even thereafter, till terminated by either party giving two months notice in writing expressing its intention to terminate the same.

XIII. It is hereby agreed between the parties that the Union and/or the workmen shall not resort to any direct action during the subsistence of this settlement. The Union and/or the workmen further assure the Company that in case any dispute arises the Union and/or the workmen shall take recourse to mutual discussions, conciliation and/or adjudication/arbitration machinery provided under the Industrial Dispute Act, 1947.

XIV. It is agreed that the workmen shall give all co-operation and maintain and endeavour to increase productivity and the management shall do all in its powers to co-operate in every possible way.

XV. It is agreed that the arrears arising out of this settlement shall be paid to the workmen on or before 5th June, 1974.

Dated this 20th day of May, 1974.

For the workmen

Sd/-

Witnesses:

Sd/-

For the Management

Sd/-

Witnesses:

Sd/-

ANNEXURE 'A'

Ref: (IT-GDD) No. 33 of 1973

Carter Wallace Limited, Ponda, Goa

Statement showing the fitment in the workmens' wages on 1-3-1973 in the revised Basic Wage scales and Dearness Allowance as per settlement and also showing the wages after increment wherever due, and the wages as on 1-4-1974, including the variable Dearness Allowance

Grades: Spl. Rs. 260-20-460-30-610

I. Rs. 160-15-235-20-435

II. Rs. 135-10-185-12-305

III. Rs. 90-7-125-8-205

IV. Rs. 75-5-100-6-160

Sl. No.	Name	Date of joining	Grade	Total wages as on 1-3-1973 including the 22½% adhoc	Revised wages as per settlement on fitment as on 1-3-1973	Increment date if falling due between 1-4-1973 & 1-10-1973	Wages from the increment date including increment	Wages from 1-10-1973 including V.D.A.	Increment date if falling due between 1-11-73 & 31-3-1974	Wages from increment date including increment	Wages from 1-4-1974 inclusive of V.D.A.
1	2	3	4	Rs.	Rs.	7	Rs.	Rs.	10	Rs.	Rs.
1.	Mr. Lawrence Almeida	20-11-69	Spl.	569.62	Basic 440.00 D. A. 144.00 V.D.A. — Total 584.00	1-6-73	460.00 146.00 — 606.00	Basic 460.00 D. A. 146.00 V.D.A. 9.00 Total 615.00	—	—	Basic 460.00 D. A. 146.00 V.D.A. 31.80 Total 637.80
2.	Mr. U. P. Kamrat	1-10-68	I	434.87	Basic 355.00 D. A. 131.00 V.D.A. — Total 486.00	1-10-73	—	Basic 375.00 D. A. 135.00 V.D.A. 9.00 Total 519.00	—	—	Basic 375.00 D. A. 135.00 V.D.A. 31.80 Total 541.80
3.	Mr. R. Andrade	1-1-71	I	404.25	Basic 295.00 D. A. 118.50 V.D.A. — Total 413.50	—	—	Basic 295.00 D. A. 118.50 V.D.A. 9.00 Total 422.50	1-1-74	315.00 123.00 9.00 447.00	Basic 315.00 D. A. 123.00 V.D.A. 31.80 Total 469.80
4.	Mr. D. P. Costa	1-5-69	II	287.87	Basic 221.00 D. A. 96.30 V.D.A. — Total 317.30	1-5-73	233.00 99.90 — 322.90	Basic 233.00 D. A. 99.90 V.D.A. 9.00 Total 341.90	—	—	Basic 233.00 D. A. 99.90 V.D.A. 31.80 Total 364.70
5.	Mr. A. Kapleshwar-kar	1-4-69	II	251.12	Basic 185.00 D. A. 84.00 V.D.A. — Total 269.00	1-10-73	—	Basic 197.00 D. A. 88.80 V.D.A. 9.00 Total 294.80	—	—	Basic 197.00 D. A. 88.80 V.D.A. 31.80 Total 317.60
6.	Mrs. Odette Soares	1-4-69	II	251.12	Basic 185.00 D. A. 84.00 V.D.A. — Total 269.00	1-10-73	—	Basic 197.00 D. A. 88.80 V.D.A. 9.00 Total 294.00	—	—	Basic 197.00 D. A. 88.80 V.D.A. 31.80 Total 317.60
7.	Mr. Luis Pinto	1-9-69	II	238.87	Basic 175.00 D. A. 80.00 V.D.A. — Total 255.00	—	—	Basic 175.00 D. A. 80.00 V.D.A. 9.00 Total 264.00	1-1-74	185.00 84.00 9.00 278.00	Basic 185.00 D. A. 84.00 V.D.A. 31.80 Total 300.80
8.	Miss Shaktantala Kanekar	1-11-69	III	189.87	Basic 133.00 D. A. 63.20 V.D.A. — Total 196.20	—	—	Basic 133.00 D. A. 63.20 V.D.A. 9.00 Total 205.20	1-11-73	141.00 66.40 9.00 216.40	Basic 141.00 D. A. 66.40 V.D.A. 31.80 Total 239.20
9.	Mr. A. Rodrigues	1-11-69	III	189.87	Basic 133.00 D. A. 63.20 V.D.A. — Total 196.20	—	—	Basic 133.00 D. A. 63.20 V.D.A. 9.00 Total 205.20	1-11-73	141.00 66.40 9.00 216.40	Basic 141.00 D. A. 66.40 V.D.A. 31.80 Total 239.20

1	2	3	4	5	6	7	8	9	10	11	12
10.	Mr. A. Sal-danha	1-5-70	III	199.87	Basic 133.00 D. A. 63.20 V.D.A. — Total 196.20	1-5-73	141.00 — — 207.40	Basic 141.00 D. A. 66.40 V.D.A. 9.00 Total 216.40	—	—	Basic 141.00 D. A. 66.40 V.D.A. 31.80 Total 239.20
11.	Mr. D. Fer-nandes	5-5-71	III	145.77	Basic 97.00 D. A. 50.00 V.D.A. — Total 147.00	1-10-73	—	Basic 104.00 D. A. 51.60 V.D.A. 9.00 Total 164.60	—	—	Basic 104.00 D. A. 51.60 V.D.A. 31.80 Total 187.40
12.	Mr. Angela Dias	25-1-71	III	145.77	Same as above with total 147.00	1-10-73	—	Same as above with total 164.60	—	—	Same as above with total 187.40
13.	Miss Celeste Caldeira	5-5-71	III	145.77	Same as above with total 147.00	1-10-73	—	Same as above with total 164.60	—	—	Same as above with total 187.40
14.	Miss Prema Rajayadhya-ksha	3-5-71	III	145.77	Same as above with total 147.00	1-10-73	—	Same as above with total 164.60	—	—	Same as above with total 187.40
15.	Mis Lata Tal-wadkar	4-5-71	III	145.77	Same as above with total 147.00	1-10-73	—	Same as above with total 164.60	—	—	Same as above with total 187.40
16.	Miss B. Bra-ganza	3-5-71	III	145.77	Same as above with total 147.00	1-10-73	—	Same as above with total 164.60	—	—	Same as above with total 187.40
17.	Miss Maria D'Silva	19-7-71	III	145.77	Same as above with total 147.00	1-10-73	—	Same as above with total 164.60	—	—	Same as above with total 187.40
18.	Miss Fati-ma Gomes	1-4-71	III	145.77	Same as above with total 147.00	1-10-73	—	Same as above with total 164.60	—	—	Same as above with total 187.40
19.	Mr. Ber-nardo Mar-chaon	15-3-71	III	145.77	Same as above with total 147.00	1-10-73	—	Same as above with total 164.60	—	—	Same as above with total 187.40
20.	Mr. Govind Naryenkar	3-5-71	III	145.77	Same as above with total 147.00	1-10-73	—	Same as above with total 164.60	—	—	Same as above with total 187.40
21.	Mr. Anand Naik	21-5-71	III	145.77	Same as above with total 147.00	1-10-73	—	Same as above with total 164.60	—	—	Same as above with total 187.40
22.	Mr. Vasant Kurtikar	5-5-71	III	145.77	Same as above with total 147.00	1-10-73	—	Same as above with total 164.60	—	—	Same as above with total 187.40
23.	Miss Nilu Priolkar	28-5-71	III	145.77	Same as above with total 147.00	1-10-73	—	Same as above with total 164.60	—	—	Same as above with total 187.40
24.	Mr. G. B. Wadker	15-7-71	III	145.77	Basic 97.00 D. A. 50.00 V.D.A. — Total 147.00	1-10-73	—	Basic 104.00 D. A. 51.60 V.D.A. 9.00 Total 164.60	—	—	Basic 104.00 D. A. 51.60 V.D.A. 31.80 Total 187.40
25.	Mr. H. Sa-tyekar	30-7-71	III	145.77	Same as above with total 147.00	1-10-73	—	Same as above with total 164.60	—	—	Same as above with total 187.40
26.	Mr. P. Ga-onkar	25-5-71	III	145.77	Same as above with total 147.00	1-10-73	—	Same as above with total 164.60	—	—	Same as above with total 187.40
27.	Mr. Alex Dias	18-12-68	III	181.30	Basic 125.00 D. A. 60.00 V.D.A. — Total 185.00	—	—	Basic 125.00 D. A. 60.00 V.D.A. 9.00 Total 194.00	1-1-74	133.00 63.20 9.00 205.20	Basic 133.00 D. A. 63.20 V.D.A. 31.80 Total 228.00
28.	Mr. Chan-drakant Pai	1-11-69	III	154.35	Basic 104.00 D. A. 51.60 V.D.A. — Total 155.60	—	—	Basic 104.00 D. A. 51.60 V.D.A. 9.00 Total 164.60	1-1-74	111.00 54.40 9.00 174.40	Basic 111.00 D. A. 54.40 V.D.A. 31.80 Total 197.20
29.	Mr. M. Sa-tardekar	1-5-72	III	127.40	Basic 90.00 D. A. 50.00 V.D.A. — Total 140.00	1-5-73	97.00 — — 147.00	Basic 97.00 D. A. 50.00 V.D.A. 9.00 Total 156.00	—	—	Basic 97.00 D. A. 50.00 V.D.A. 31.80 Total 178.80
30.	Mr. Rohidas Kurtikar	16-6-72	III	127.40	Basic 90.00 D. A. 50.00 V.D.A. — Total 140.00	1-6-73	97.00 — — 147.00	Basic 97.00 D. A. 50.00 V.D.A. 9.00 Total 156.00	—	—	Basic 97.00 D. A. 50.00 V.D.A. 31.80 Total 178.80

ANNEXURE 'B'

Ref: (IT-GDD) No. 33 of 1973

M/s. Carter Wallace Limited, Ponda, Goa

Statement showing the ex-gratia amount payable to each of the workmen as per clause VI of the settlement

1. Mr. Lawrence Almeida	Rs. 732.34
2. Mr. U. P. Kamat	Rs. 559.09
3. Mr. Raymond Andrade	Rs. 509.75
4. Mr. D. P. D'Costa	Rs. 370.09
5. Mr. Ashok Kapileshwarkar	Rs. 322.84
6. Mrs. Odette Soares	Rs. 322.84
7. Mr. Luis Pinto	Rs. 307.09
8. Miss Shakuntala Kanekar	Rs. 244.09
9. Miss Amalia Rodrigues	Rs. 244.09
10. Miss Argentina Saldanha	Rs. 244.09
11. Miss Damiane Fernandes	Rs. 187.39
12. Miss Celeste Caldeira	Rs. 187.39
13. Miss Prema Rajadhyaksha	Rs. 187.39
14. Miss Lata Talwadkar	Rs. 187.39
15. Miss Bela Braganza	Rs. 187.39
16. Miss Marie L. D'Souza	Rs. 187.39
17. Miss Angela Dias	Rs. 187.39
18. Miss Fatima Gomes	Rs. 187.39
19. Mr. Govind Narvenkar	Rs. 187.39
20. Mr. Anand Naik	Rs. 187.39
21. Mr. Vasant Kurtikar	Rs. 187.39
22. Mr. Prabhakar Gaonkar	Rs. 187.39
23. Mr. Neelu Priolcar	Rs. 187.39
24. Mr. Harishchandra Satardekar	Rs. 187.39
25. Mr. Govinda Vadcar	Rs. 187.39
26. Mr. Bernardo Mascarenhas	Rs. 187.39
27. Mr. Alex Dias	Rs. 233.10
28. Mr. Chandrakant Pai	Rs. 198.45
29. Mr. Mohan Satardekar	Rs. 163.80
30. Mr. Rohidas Kurtikar	Rs. 163.80

Before Shri M. G. Chitale, Industrial Tribunal, Goa, Daman and Diu

Reference (IT-GDD) No. 33 of 1973

Between

M/s. Cosme Farma Laboratories

And

The workmen employed by them

In the matter of Abolition of Daily Wages Upper Revision of Wages, Leave, paid holidays etc.

May it please Your Honour:

The parties to the above reference had discussions and arrived at a settlement in respect of the disputes in the above reference as recorded hereunder and the parties jointly pray that this Hon'ble Tribunal may be pleased to pass an award in terms of this settlement.

Terms of Settlement

I. Demand No. 1: Abolition of daily wages and casual employment system for work of permanent nature.

It is hereby agreed between the parties that such of the workmen who have completed six months of continuous service or 240 days in aggregate during the preceding 12 months, shall be made permanent and confirmed in the services.

II. Demand No. 2: Upward Revision of existing wages rates — pay scales and Dearness Allowance.

The company agrees to introduce the following revised basic scales of pay for the different grades as shown below, with effect from 1st March, 1973.

Grades:

SPL: Rs. 260-20-460-30-610

I. Rs. 160-15-235-20-435

II. Rs. 135-10-185-12-305

III. Rs. 90-7-125-8-205

IV. Rs. 75-5-100-6-160

III. Dearness Allowance: The company shall pay to the workmen Dearness Allowance on the following basis with effect from 1st March, 1973.

Range of Basic Salary	Rate of D. A. with effect from 1-3-73
Upto and including Rs. 100/-	50% of basic subject to minimum of Rs. 50/-
On Rs. 101 — Rs. 200	40%
On Rs. 201 — Rs. 300	30%
On Rs. 301 — Rs. 400	20%
On Rs. 401 — Rs. and above	10%

Examples:

(i) If a workman is drawing basic wages of Rs. 75/- he should be eligible for Dearness Allowance of Rs. 37-50 being 50% as per the above rate. However he will draw Dearness Allowance of Rs. 50/- minimum Dearness Allowance.

(ii) If a workman is drawing basic wages of Rs. 335/- he will draw the Dearness Allowance as under:—

Basic Salary	Dearness Allowance
On Rs. 100/-	Rs. 50/-
On the 2nd hundred	Rs. 50/- + Rs. 40/-
On the 3rd hundred	Rs. 50/- + Rs. 40/- + Rs. 30/-
On the balance Rs. 35/-	Rs. 50/- + Rs. 40/- + Rs. 30/- + Rs. 7/-
Total Rs. 335/-	Total: Rs. 127/-

IV. Variable Dearness Allowance:

It is hereby agreed between the parties that the above scales of basic pay and rates of Dearness Allowance are linked up with All India Consumer Price Index Number 253 (1949-100). If the All India Consumer Price Index figure on 6 monthly average as explained hereunder and followed by Marmagoa Port Trust exceeds 253 (1949-100) the Company shall pay variable Dearness Allowance at the rate of 60 paise (sixty paise) per point rise per month for increase in the All India Consumer Price Index figure over and above 253 (1949-100).

The payment of variable Dearness Allowance is introduced with effect from 1st October, 1973. Variable Dearness Allowance thereafter would be revised every 6 months and the next revision is due on 1st April, 1974.

It is, however, agreed between the parties that for the purpose of payment of variable Dearness Allowance for the period 1st October, 1973 to 31st March, 1974 the average All India Consumer Price Index figures for January, 1973 to June, 1973 would be taken as basis. Similarly for the purpose of payment of variable Dearness Allowance from 1st April, 1974 to 30th September, 1974 the average All India Consumer Price Index figure for July, 1973 to December, 1973 would be taken as basis. This method shall continue thereafter during the subsistence of this settlement.

V. Fitment:

It is hereby agreed between the parties that wages as on 1st March, 1973 which is inclusive of 22½% ad hoc payment would be fitted in the revised basic scales and the revised Dearness Allowance as per clause 'B' and 'C' above as shown in Annexure 'A' to this settlement. It is however agreed between the parties that such of the workmen who were not given any increment subsequent to March, 1973 would be given normal annual increments on due dates as shown in the Annexure 'A' to this settlement.

It is hereby agreed between the parties that the Annexure 'A' to this settlement includes also extra increments given to such workmen as agreed to by and between the parties.

VI. It is hereby agreed between the parties that the company shall pay by way of ex-gratia payment to each worker towards settlement of their claim of arrears and/or retrospective effect as shown in Annexure 'B'.

VII. Demand No. 3: House Rent Allowance:

This demand is not pressed and it is agreed that the same will not be raised during the subsistence of this settlement.

VIII. Demand No. 4: Medical benefits:

In view of the settlement on the quantum of paid sick leave this demand is not pressed.

IX. Demand No. 5: Leave:

The company agrees to extend the following leave benefits to all its permanent workmen effective from 1st January 1973.

(i) *Privilege Leave:*

Subject to provisions of Factories Act 1948, one day's privilege leave for every 16 days worked for first 240 days worked and one day's privilege leave for every 10 days worked thereafter during the calendar year, with the right to accumulation for a period of 2 years.

(ii) *Sick Leave:*

10 days paid sick leave for each calendar year of service with a right to accumulate it for a period of 2 years.

Note: It is clearly agreed and understood by and between the parties that the benefit in regards to 10 days sick leave would be withdrawn by the Management upon introduction of Employees' State Insurance Scheme in the territory of Goa, Daman and Diu and the workmen start getting benefits thereunder.

(iii) *Casual Leave:*

7 days paid casual leave in a Calendar year. Not more than 2 days casual leave will be granted at a time as far as possible the workmen shall submit leave application for casual leave in advance in writing. In emergency, however, casual leave may be sanctioned after the worker resumes duty and application to this effect is submitted by him. Casual leave may be prefixed or suffixed (but not both ways) to Sunday or paid holidays or any other kind of leave.

X. Demand No. 6: *Rain Protective Devices.*

It is hereby agreed between the parties that the existing practice shall continue unchanged during the subsistence of this settlement.

XI. Demand No. 7: *Paid holidays.*

The company agrees to grant 9 paid holidays in a calendar year. The list of holidays will be finalised on or before the 15th December of the previous year in consultation with the representatives of the workmen and/or their Union. If no

suggestions are received from the representatives of the workmen and/or their Union on or before the 15th December, the management shall be free to notify 9 paid holidays as per choice of the Management.

XII. It is hereby agreed between the parties that this settlement shall come into force on the day it is signed and shall be binding on the parties upto and including 31st December 1976 and shall continue to bind the parties even thereafter, till terminated by either party giving two months notice in writing expressing its intention to terminate the same.

XIII. It is hereby agreed between the parties the Union and/or the workmen shall not resort to any direct action during the subsistence of this settlement. The Union and/or the workmen further assure the Company that in case any dispute arises the Union and/or the workmen shall take recourse to mutual discussions, conciliation and/or adjudication/arbitration machinery provided under the Industrial Dispute Act, 1947.

XIV. It is agreed that the workmen shall give all co-operation and maintain and endeavour to increase productivity and the management shall do all in its powers to co-operate in every possible way.

XV. It is agreed that the arrears arising out of this settlement shall be paid to the workmen on or before 5th June, 1974.

Dated this 20th day of May, 1974.

For the workmen,	For the Management
Sd/-	Sd/-
Witnesses:	Witnesses:
Sd/-	Sd/-

ANNEXURE 'A'

Ref: (IT-GDD) No. 33 of 1973

Cosme Farma Laboratories — Service, Carpentry, Spray Printing and Screen Printing Division Ponda (Goa)

Statement showing fitment in revised wage scale and D. A. as per settlement and after increment wherever due, showing the wages as on 1-4-1974

Grades: Spl. 260-20-460-30.00-610.00

I. 160-15-335-30-435

II. 135-10-185-12-305

III. 90-7-125-8-205

IV. 75-5-100-6-160

Sl. No.	Name	Date of joining	Grade	Total wages as on 1-3-1973 including the 22½% adhoc.	Revised wages as per settlement on fitment as on 1-3-1973	Increment date if falling due between 1-4-1973 & 31-10-73	Wages from increment date including increment	Wages from 1-10-1973 including V.D.A.	Increment date if falling due between 1-11-73 & 30-4-1974	Wages from increment including the increment	Wages from 1-4-1974 inclusive of V.D.A.
1	2	3	4	Rs.	Rs.	7	Rs.	Rs.	10	Rs.	Rs.
1.	Mr. M. Alphonso	3-10-66	II	367.50	Basic 281.00 D. A. 114.30 V.D.A. — Total 395.30	—	—	Basic 281.00 D. A. 114.30 V.D.A. 9.00 Total 404.30	1-1-74	293.00 117.90 9.00 419.90	Basic 293.00 D. A. 117.90 V.D.A. 31.80 Total 442.70
2.	Mr. S. Lawrence	4-8-66	II	343.00	Basic 257.00 D. A. 107.10 V.D.A. — Total 364.10	—	—	Basic 257.00 D. A. 107.10 V.D.A. 9.00 Total 373.00	1-1-74	269.00 110.70 9.00 388.70	Basic 269.00 D. A. 110.70 V.D.A. 31.80 Total 411.50
3.	Mr. A. Rodrigues	18-3-68	II	287.87	Basic 209.00 D. A. 92.70 V.D.A. — Total 301.70	—	—	Basic 209.00 D. A. 92.70 V.D.A. 9.00 Total 310.70	1-1-74	221.00 96.30 9.00 326.30	Basic 221.00 D. A. 96.30 V.D.A. 31.80 Total 349.10
4.	Mr. C. Naik	5-9-68	II	238.97	Basic 165.00 D. A. 76.00 V.D.A. — Total 241.00	—	—	Basic 165.00 D. A. 76.00 V.D.A. 9.00 Total 250.00	1-1-74	175.00 80.00 9.00 264.00	Basic 175.00 D. A. 80.00 V.D.A. 31.80 Total 286.80

1	2	3	4	5	6	7	8	9	10	11	12
5. Mr. Mohan Dabalkar	7-7-69	II	226.62	Basic 165.00 D. A. 76.00 V.D.A. — Total 241.00	—	—	Basic 165.00 D. A. 76.00 V.D.A. 9.00 Total 250.00	1-1-74	175.00 80.00 9.00 264.00	Basic 175.00 D. A. 80.00 V.D.A. 31.80 Total 286.80	
6. Mr. D. Takur	9-8-71	II	343.00	Basic 257.00 D. A. 107.10 V.D.A. — Total 364.10	1-8-1973	269.00 110.70 — 379.70	Basic 269.00 D. A. 110.70 V.D.A. 9.00 Total 388.70	—	—	Basic 269.00 D. A. 110.70 V.D.A. 31.80 Total 411.50	
7. Mr. A. Mendes	6-3-72	II	214.37	Basic 155.00 D. A. 72.00 V.D.A. — Total 227.00	—	—	Basic 155.00 D. A. 72.00 V.D.A. 9.00 Total 236.00	1-1-74	165.00 76.00 9.00 250.00	Basic 165.00 D. A. 76.00 V.D.A. 31.80 Total 239.20	
8. Mr. R. Pednekar	1-8-66	III	189.97	Basic 133.00 D. A. 63.20 V.D.A. — Total 196.20	—	—	Basic 133.00 D. A. 63.20 V.D.A. 9.00 Total 205.20	1-1-74	141.00 66.40 9.00 216.40	Basic 141.00 D. A. 66.40 V.D.A. 31.80 Total 239.20	
9. Mr. Kamal Singh	1-11-66	III	189.97	Same as above with total 196.20	—	—	Same as above with total 205.20	1-1-74	Same as above with total 216.00	Same as above with total 239.20	
10. Mr. Dharam Singh	1-5-71	III	147.00	Basic 97.00 D. A. 50.00 V.D.A. — Total 147.00	1-5-1973	104.00 51.60 — 155.60	Basic 104.00 D. A. 51.60 V.D.A. 9.00 Total 164.60	—	—	Basic 104.00 D. A. 51.60 V.D.A. 31.80 Total 187.40	
11. Mr. Govind Singh	18-7-72	III	159.25	Basic 111.00 D. A. 54.40 V.D.A. — Total 165.40	1-7-1973	118.00 57.20 — 175.20	Basic 118.00 D. A. 57.20 V.D.A. 9.00 Total 184.20	—	—	Basic 118.00 D. A. 57.20 V.D.A. 31.80 Total 207.00	
12. Mr. Abbas Sheik	18-8-71	III	159.12	Basic 111.00 D. A. 54.40 V.D.A. — Total 165.40	1-8-1973	118.00 57.20 — 175.20	Basic 118.00 D. A. 57.20 V.D.A. 9.00 Total 184.20	—	—	Basic 118.00 D. A. 57.20 V.D.A. 31.80 Total 207.00	
13. Mr. Agnelo Fernandes	16-9-72	III	127.40	Basic 90.00 D. A. 50.00 V.D.A. — Total 140.00	1-9-1973	97.00 50.00 — 147.00	Basic 97.00 D. A. 50.00 V.D.A. 9.00 Total 156.00	—	—	Basic 97.00 D. A. 50.00 V.D.A. 31.80 Total 178.80	
14. Mr. Ligorio Fernandes	18-9-72	III	127.40	Same as above with total 140.00	1-9-1973	Same as above with total 147.00	Same as above with total 156.00	—	—	Same as above with total 178.80	
15. Mr. Satyawan Powar	19-9-72	III	127.40	Same as above with total 140.00	1-9-1973	Same as above with total 147.00	Same as above with total 156.00	—	—	Same as above with total 178.80	
16. Mr. Jagannath Naik	29-4-69	III	*159.12	Basic 111.00 D. A. 54.40 V.D.A. — Total 165.40	1-5-1973	118.00 53.20 — 175.20	Basic 118.00 D. A. 57.20 V.D.A. 9.00 Total 184.20	—	—	Basic 125.00 D. A. 60.00 V.D.A. 31.80 Total 216.80	
17. Mr. Mangesh Silkar	10-7-71	III	127.40	Basic 90.00 D. A. 50.00 V.D.A. — Total 140.00	1-7-1973	97.00 50.00 — 147.00	Basic 97.00 D. A. 50.00 V.D.A. 9.00 Total 156.00	—	—	Basic 97.00 D. A. 50.00 V.D.A. 31.80 Total 178.80	
18. Mr. Paulo Dias	15-11-68	IV	140.87	Basic 95.00 D. A. 50.00 V.D.A. — Total 145.00	—	—	Basic 95.00 D. A. 60.00 V.D.A. 9.00 Total 154.00	1-1-74	100.00 50.00 9.00 159.00	Basic 100.00 D. A. 50.00 V.D.A. 31.80 Total 181.80	
19. Mr. Philip Fernandes	23-9-66	IV	159.25	Basic 112.00 D. A. 54.40 V.D.A. — Total 166.80	—	—	Basic 112.00 D. A. 54.80 V.D.A. 9.00 Total 175.80	1-1-74	118.00 57.20 9.00 184.20	Basic 118.00 D. A. 57.20 V.D.A. 31.80 Total 207.00	
20. Mr. Simao Fernandes	24-9-69	IV	127.40	Basic 80.00 D. A. 50.00 V.D.A. — Total 130.00	1-10-1973	85.00 50.00 — 135.00	Basic 85.00 D. A. 50.00 V.D.A. 9.00 Total 144.00	—	—	Basic 85.00 D. A. 50.00 V.D.A. 31.80 Total 166.80	
21. Mr. Kushale Gaonker	3-7-72	IV	111.54	Basic 75.00 D. A. 50.00 V.D.A. — Total 125.00	1-7-1973	80.00 50.00 — 130.00	Basic 80.00 D. A. 50.00 V.D.A. 9.00 Total 139.00	—	—	Basic 80.00 D. A. 50.00 V.D.A. 31.80 Total 161.80	
22. Mr. Waman Dadiker	1-8-72	IV	111.54	Same as above with total 125.00	1-8-1973	Same as above with total 130.00	Same as above with total 139.00	—	—	Same as above with total 161.80	

1	2	3	4	5	6	7	8	9	10	11	12
23.	Mr. Shantaram Gaonker	12-7-72	IV	111.54	Same as above with total 125.00	1-7-1973	Same as above with total 130.00	Same as above with total 139.00	—	—	Same as above with total 161.80
24.	Mr. Suryakant Naik	12-7-72	IV	111.54	Same as above with total 125.00	1-7-1973	Same as above with total 130.00	Same as above with total 139.00	—	—	Same as above with total 161.80
25.	Mr. Gurudas Kerker	1-8-72	IV	127.40	Basic 80.00 D. A. 50.00 V.D.A. — Total 130.00	1-8-1973	85.00 50.00 — 135.00	Basic 85.00 D. A. 50.00 V.D.A. 9.00 Total 144.00	—	—	Basic 85.00 D. A. 50.00 V.D.A. 31.80 Total 166.80
26.	Mr. Vishwas Madkaiker	24-8-72	IV	127.40	Same as above with total 130.00	1-9-1973	Same as above with total 135.00	Same as above with total 144.00	—	—	Same as above with total 166.80
27.	Mr. Marcelano Cabral	25-8-72	IV	111.54	Basic 75.00 D. A. 50.00 V.D.A. — total 125.00	1-9-1973	80.00 50.00 — 130.00	Basic 80.00 D. A. 50.00 V.D.A. 9.00 Total 139.00	—	—	Basic 80.00 D. A. 50.00 V.D.A. 31.80 Total 161.80
28.	Mr. Ranganath Gaonker	5-9-72	IV	111.54	Same as above with total 125.00	1-9-1973	Same as above with total 130.00	Same as above with total 139.00	—	—	Same as above with total 161.80
29.	Mr. Vithal Gaodo	23-8-72	IV	111.54	Same as above with total 125.00	1-9-1973	Same as above with total 130.00	Same as above with total 139.00	—	—	Same as above with total 161.80
30.	Mr. Ramdas Kawlekar	29-8-72	IV	111.54	Same as above with total 125.00	1-9-1973	Same as above with total 130.00	Same as above with total 139.00	—	—	Same as above with total Rs. 161.80.

** Extra increments have been added to the basic wages of these workmen after fitment.

For and behalf of the workmen employed
by M/s. Cosme Farma Laboratories

Sd/-

For and on behalf of the Company M/s. Cosme
Farma Laboratories

Sd/-

Cosme Farma Laboratories — Pharmaceutical Manufacturing Divs:

Statement showing fitment in revised wage scales and D. A. as per settlement and after increments wherever due showing the wages as on 1-4-1974

Basic scales: Grade I 160-15-235-20-435
Grade II 135-10-185-12-205
Grade III 90- 7-135- 8-205
Grade IV 75- 5-100- 6-160

Sl. No.	Name	Date of joining	Grade	Total wages as on 1-3-1973 including 22½% Adhoc Rs.	Revised wages as per settlement on fitment as on 1-3-1973 Rs.	Increment date if falling due between 1-4-1973 & 31-10-1973	Wages from the increment date including the increment Rs.	Wage from 1-10-1973 including V. D. A. Rs.	Increment date if falling between 1-11-73 & 31-3-73	Wages from the increment date including the increment Rs.	Wages from 1-4-1974 inclusive of V. D. A. Rs.
1	2	3	4	5	6	7	8	9	10	11	12
1.	Mr. Kalidas Chari	21-5-71	III	145.77	Basic 97.00 D. A. 50.00 V.D.A. — Total 147.00	1-10-73	—	Basic 104.00 D. A. 51.60 V.D.A. 9.00 Total 164.60	—	—	Basic 104.00 D. A. 51.60 V.D.A. 31.80 Total 187.40
2.	Mr. Caetan Fernandes	12- 7-71	III	145.77	Same as above with total 147.00	1-10-73	—	Same as above with total 164.60	—	—	Same as above with total 187.40
3.	Miss Ranjana Kamat	2- 5-71	III	145.77	Same as above with total 147.00	1-10-73	—	Same as above with total 164.60	—	—	Same as above with total 187.40
4.	Mr. Yeduvir Naik	10- 8-71	III	159.12	Basic 133.00 D. A. 63.20 V.D.A. — Total 196.20	1- 9-73	141.00 66.40 — 207.40	Basic 141.00 D. A. 66.40 V.D.A. 9.00 Total 216.40	—	—	Basic 141.00 D. A. 66.40 V.D.A. 31.80 Total 239.20

1	2	3	4	5	6	7	8	9	10	11	12
5.	Mr. Shantaram Salgaonkar	14-11-72	III	127.40	Basic 90.00 D. A. 50.00 V.D.A. — Total 140.00	—	—	Basic 90.00 D. A. 50.00 V.D.A. 9.00 Total 149.00	14-11-73	97.00 50.00 9.00 156.00	Basic 97.00 D. A. 50.00 V.D.A. 31.80 Total 178.80
6.	Mr. Suresh Tilve	1-12-72	III	111.54	Basic 90.00 D. A. 50.00 V.D.A. — Total 140.00	—	—	Basic 90.00 D. A. 50.00 V.D.A. 9.00 Total 149.00	1-12-73	97.00 50.00 9.00 156.00	Basic 97.00 D. A. 50.00 V.D.A. 31.80 Total 178.80
7.	Miss. S. Travasso	10-11-72	IV	111.54	Basic 75.00 D. A. 50.00 V.D.A. — Total 125.00	—	—	Basic 75.00 D. A. 50.00 V.D.A. 9.00 Total 134.00	1-11-73	80.00 50.00 9.00 139.00	Basic 80.00 D. A. 50.00 V.D.A. 31.80 Total 161.80
8.	Miss. E. Fernandes	14-11-72	IV	111.54	Same as above with total 125.00	—	—	Same as above with total 134.00	1-11-73	Same as above with total 139.00	Same as above with total 161.80
9.	Miss. E. Braganza	14-11-72	IV	111.54	Same as above with total 125.00	—	—	Same as above with total 134.00	1-11-73	Same as above with total 139.00	Same as above with total 161.80
10.	Mr. Shanu Kurtikar	3-11-72	IV	111.54	Same as above with total 125.00	—	—	Same as above with total 134.00	1-11-73	Same as above with total 139.00	Same as above with total 161.80
11.	Mr. Santan Fernandes	27- 9-72	IV	111.54	Same as above with total 125.00	—	—	Same as above with total 134.00	1-10-73	Same as above with total 139.00	Same as above with total 161.80
12.	Mr. Piedade Mascarenhas	1- 9-72	IV	111.54	Basic 75.00 D. A. 50.00 V.D.A. — Total 125.00	1- 9-73	—	Basic 80.00 D. A. 50.00 V.D.A. 9.00 Total 139.00	—	—	Basic 80.00 D. A. 50.00 V.D.A. 31.80 Total 161.80
13.	Mr. Rohidas Naik	4- 9-72	IV	111.54	Basic 75.00 D. A. 50.00 V.D.A. — Total 125.00	1- 9-73	—	Basic 80.00 D. A. 50.00 V.D.A. 9.00 Total 139.00	—	—	Basic 80.00 D. A. 50.00 V.D.A. 50.00 Total 161.80
14.	Mr. Shambu Gaude	25-11-69	IV	143.26	Basic 95.00 D. A. 50.00 V.D.A. — Total 145.00	—	—	Basic 95.00 D. A. 50.00 V.D.A. 9.00 Total 154.00	1-12-73	100.00 50.00 9.00 159.00	Basic 100.00 D. A. 50.00 V.D.A. 31.80 Total 181.80

* Extra increments added to the basic wages of this workmen after fitment.

For and behalf of the workmen employed
by M/s. Cosme Farma Laboratories

Sd/-

Annexure 'B'

Ref: (IT-GDD) No. 33 of 1973

M/s. Cosme Farma Laboratories

Service, Carpentry, Spray Painting,
& Screen Printing Divisions
Ponda, Goa

Statement showing ex-gratia amounts payable to each workman
as per clause VI of the settlement

1.	Mr. Matias Afonso	Rs. 472.50
2.	Mr. Salvador Lawrence	Rs. 441.20
3.	Mr. Anthony Rodrigues	Rs. 370.09
4.	Mr. Chandra Kant Naik	Rs. 307.09
5.	Mr. Mohan Dabalkar	Rs. 291.34
6.	Mr. Dattaram Thakur	Rs. 441.20
7.	Mr. Anthony Mendes	Rs. 275.59
8.	Mr. Ranganath Pednekar	Rs. 244.09
9.	Mr. Kamal Singh	Rs. 244.09
10.	Mr. Jagannath Naik	Rs. 203.84
11.	Mr. Abbas Sheikh	Rs. 203.84
12.	Mr. Mangesh Silkar	Rs. 163.80
13.	Mr. Gumdass Kerkar	Rs. 163.80
14.	Mr. Philip Fernandes	Rs. 204.85
15.	Mr. Paulo Dias	Rs. 181.09
16.	Mr. Govind Singh	Rs. 204.85
17.	Mr. Dharam Singh	Rs. 189.00
18.	Mr. Semao Fernandes	Rs. 163.80
19.	Mr. Kushali Gaonkar	Rs. 143.78
20.	Mr. Vaman Daddikar	Rs. 143.78
21.	Mr. Marcelino Cabral	Rs. 143.78
22.	Mr. Suryakant Naik	Rs. 143.78
23.	Mr. Shantaram Gaonkar	Rs. 143.78
24.	Mr. Ramdas Kaulekar	Rs. 130.53
25.	Mr. Vithal Gaude	Rs. 129.20

For and on behalf of the Company M/s. Cosme
Farma Laboratories
President

Sd/-

26.	Mr. Vishvas Madkaikar	Rs. 145.79
27.	Mr. Ranganath Gaonkar	Rs. 121.19
28.	Mr. Agnelo Fernandes	Rs. 127.70
29.	Mr. Ligorio Fernandes	Rs. 126.14
30.	Mr. Satyawan Powar	Rs. 125.36

For the Workmen

For the Management

Sd/-

Sd/-

Witnesses:

Witnesses:

Ref: (IT-GDD) No. 33 of 1973

M/s. Cosme Farma Laboratories,
(Pharmaceutical Manufacturing Div.)

Statement showing ex-gratia amounts payable to each workman
as per Clause of the settlement

1.	Mr. Kalidas Chari	Rs. 187.39
2.	Mr. Caetano Fernandes	Rs. 187.39
3.	Miss Ranjana Kamat	Rs. 187.39
4.	Mr. Yadavir Naik	Rs. 203.84
5.	Mr. Shambu Gaude	Rs. 183.82
6.	Mr. Piedade Mascarenhas	Rs. 123.24
7.	Mr. Rohidas Naik	Rs. 121.19
8.	Mr. Sanata Fernandes	Rs. 105.44
9.	Mr. Sham Kurlikar	Rs. 80.86
10.	Miss Fatima Travasso	Rs. 76.00
11.	Miss Esperanca Fernandes	Rs. 73.26
12.	Miss Maria Braganza	Rs. 73.26
13.	Mr. Shantaram Salgaonkar	Rs. 73.26
14.	Mr. Suresh Tilve	Rs. 61.62

Sd/-

Sd/-

Notification

No. 1-109/72/LAB/944

In pursuance of sub-section (2) of Section 33-C of the Industrial Disputes Act, 1947 (Act No. 14 of 1947), the Lieutenant Governor of Goa, Daman and Diu hereby directs that the Labour Court constituted under Government Notification No. 1-109/72-LAB/939 dated 24-7-73 shall be the competent Court for the purpose of deciding the questions falling within the purview of sub-section (2) of Section 33-C of the said Act.

By order and in the name of the Lt. Governor of Goa, Daman and Diu.

P. Noronha, Under Secretary, Industries and Labour.

Panaji, 7th August, 1974.

Revenue Department

Notification

No. RD/LQN/156/72

Whereas by Government Notification no. RD/LQN/156/72 dated 30-4-1973 published on page 49-53 of Series II, No. 6

of the Official Gazette, dated 10-5-1973 it was notified under Section 4 of the Land Acquisition Act, 1894 (hereinafter referred to as «the said Act») that the land, specified in the schedule appended to the said Notification (hereinafter referred to as the «said land») was likely to be needed for the public purpose viz. diversion road along seashore at Calangute.

And whereas the appropriate Government (hereinafter referred to as «the Government») is satisfied after considering the report made under sub-section (2) of Section 5A of the said Act, that the said land specified in the schedule hereto is needed to be acquired for the public purpose specified above.

Now, therefore, the Government is pleased to declare under the provisions of Section 6 of the said Act that the said land is required for the public purpose specified above.

2. The Government is also pleased to appoint under clause (c) of Section 3 of the said Act, the Land Acquisition Officer, Panaji to perform the functions of a Collector for all proceedings hereinafter to be taken in respect of the said land, and to direct him under Section 7 of the said Act to take order for the acquisition of the said land.

3. A plan of the said land can be inspected at the office of the said Land Acquisition Officer, Panaji, till the award is made under Section 11.

SCHEDULE

(Description of the said land)

Sr. No.	Taluka	Village	Plot No.	Survey No.	Names of the persons believed to be interested	Aproximate area in sq. mts.
1	2	3	4	5	6	7
1	Bardez	Calangute	1	—	Shri Francisco Leao Pinto, Calangute	585.00
2	—do—	—do—	2	—	Kum. Julia Vaz, Saligao.	60.50
3	—do—	—do—	3	—	Capela de N. Sra. de Piedade, Cobravado.	32.00
4	—do—	—do—	4	—	Shri Tamaturga Proenca, Calangute.	18.00
5	—do—	—do—	5	—	Smt. Arlinda Mascarenhas Prazeres de Costa, Calangute..	33.00
6	—do—	—do—	6	—	President Fabrica de Sto. Aleixo, Calangute.	92.00
7	—do—	—do—	7	—	President Fabrica de Sto. Aleixo, Calangute.	113.00
8	—do—	—do—	8	—	Shri Vithal Naik, Siolim.	40.00
9	—do—	—do—	9	—	Shri Domnic Peglo, Calangute.	15.00
10	—do—	—do—	10	—	Shri Francis Leao Pinto, Calangute.	87.00
11	—do—	—do—	11	—	Smt. Judith D'Souza Felinto, Calangute.	96.00
12	—do—	—do—	12	—	Smt. Judith D'Souza Felinto, Calangute.	12.00
13	—do—	—do—	13	—	Heirs of Ditoso Maria Mascarenhas, Calangute.	130.00
14	—do—	—do—	14	—	Smt. Luciana Pinto, Calangute.	48.00
15	—do—	—do—	15	—	Smt. Fremiath Leitao, Calangute.	60.00
16	—do—	—do—	16	—	Smt. Maria Esmeralda Fernandes, Siolim.	115.00
17	—do—	—do—	17	—	Smt. Praxedes Conceicao Souza, Calangute.	75.00
18	—do—	—do—	18	—	Smt. Arlinda Mascarenhas Prazeres da Costa, Calangute.	22.00
19	—do—	—do—	19	—	Shri Datta Caculo, Calangute.	100.00
20	—do—	—do—	20	—	Smt. Praxedes Conceicao Souza, Calangute.	156.00
21	—do—	—do—	21	—	Smt. Luciana Jovita Pinto, Calangute.	48.00
22	—do—	—do—	22	—	Smt. Praxedes Conceicao Souza, Calangute.	44.00
23	—do—	—do—	23	—	Shri Jose Manuel, Calangute.	66.00
24	—do—	—do—	24	—	Smt. Praxedes Conceicao Souza, Calangute.	45.00
25	—do—	—do—	25	—	Shri Bernardino Conceicao Souza.	38.00
26	—do—	—do—	26	—	Shri J. P. Lobo of Calangute (156 Depsary Building Old, Bazar Kirkes, Poona-3).	108.50
27	—do—	—do—	27	—	Shri Vithal Sitaram Narvenkar, Calangute.	100.00
28	—do—	—do—	28	—	Shri Ramchandra Vithal Raikar, Calangute.	240.00
29	—do—	—do—	29	—	Shri Custodio Manuel Gomes Pereira, Calangute.	838.00
30	—do—	—do—	30	—	Dr. C. Afonso, Calangute.	1900.00

1	2	3	4	5	6	7
31	Bardez	Calangute	31	—	Shri Raghuvir Duklo, Calangute.	1462.00
32	— do —	— do —	32	—	Smt. Berta Sabina Almeida, Mapusa.	2690.00
33	— do —	— do —	33	—	Smt. Bernardina Conceicao Souza, Calangute.	248.00
34	— do —	— do —	34	—	Shri Govinda Sinai Lotlikar and Shri Pondorinath Sinai Lotlikar.	168.00
35	— do —	— do —	35	—	Shri Aleixo D'Souza, Calangute.	112.00
36	— do —	— do —	36	—	Shri Agostinho Borges, Calangute.	145.00
37	— do —	— do —	37	—	Smt. Praxedes Conceicao Souza.	245.00
38	— do —	— do —	38	—	Mong. Lecarias D'Souza and Brothers, Calangute.	10.00
39	— do —	— do —	39	—	Shri Dinizio Fernandes, Calangute.	110.00
40	— do —	— do —	40	—	Shri Alex Pereira, Calangute.	120.00
41	— do —	— do —	41	—	Smt. Carmelina Rodrigues, Calangute.	120.00
42	— do —	— do —	42	—	Smt. Esmeralda Capos Martins, Calangute.	985.00
43	— do —	— do —	43	—	Smt. Claudina Fernandes, Calangute.	20.00
44	— do —	— do —	44	—	Smt. A. F. Mascarenhas, Calangute.	352.00
45	— do —	— do —	45	—	Smt. Judith D'Souza Felinto, Calangute.	130.00
46	— do —	— do —	46	—	Smt. Eufemia Rodrigues, Calangute.	142.00
47	— do —	— do —	47	—	Shri Raimondo Ross, Bombay.	345.00
48	— do —	— do —	48	—	Shri Cais D'Souza, Candolim.	280.00
49	— do —	— do —	49	—	Shri P. V. Fernandes, Calangute.	420.00
50	— do —	— do —	50	—	Smt. Rosalina Fernandes, Calangute.	339.00
51	— do —	— do —	51	—	Smt. Argentina Figueiredo, Saligao.	366.00
52	— do —	— do —	52	—	Shri Aires Dias, Panaji.	531.00
53	— do —	— do —	53	—	Shri Fortunato Lobo, Calangute.	115.00
54	— do —	— do —	54	—	Shri B. A. Jovita Lobo, Calangute.	31.00
55	— do —	— do —	55	—	Smt. Sabita Gomes e Luis, Calangute.	95.00
56	— do —	— do —	56	—	Dr. Macario Lobo and Felizardo Lobo.	95.00
57	— do —	— do —	57	—	Shri Saturnino Pinto, Sawantwado.	10.00
58	— do —	— do —	58	—	Shri Martins Pinto, Calangute.	10.00
59	— do —	— do —	59	—	Shri Soriano Lobo, Calangute.	112.00
60	— do —	— do —	60	—	Shri Elvira L. Lobo, Calangute.	85.00
61	— do —	— do —	61	—	Shri Jose Francisco Lobo, Calangute.	115.00
Total						15325.00

By order and in the name of the Lt. Governor of Goa, Daman and Diu.

F. A. Figueiredo, Under Secretary (Revenue).

Panaji, 6th August, 1974.

Finance Department (Control)

Order

No. 26-2/Meet/69-70/V.III/Fin(Cont)

Read: Government Orders: —

- i) No. 26-2/Meet/69-70/Vol.II/F(C) dated 31-8-1972.
- ii) No.26-2/Meet/69-70/Vol.II/Fin(C) dated 30-4-1973.
- iii) No.26-2/Meet/69-70/Vol.III/Fin(Control) dated 2-7-1973.

iv) No.26-2/Meet/69-70/Vol.III/Fin(Control) dated 6-11-1973.

The term of office of the Small Savings Advisory Board constituted under Government Order No. 26-2/Meet/69-70/Vol.II/F(C) dated 31-8-1972 is hereby extended for a further period from 1-6-1974 to 31-5-1975 on the existing terms and conditions.

By order and in the name of the Administrator of Goa, Daman and Diu.

S. S. Sukhatankar, Under Secretary (Finance).

Panaji, 5th August, 1974.

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